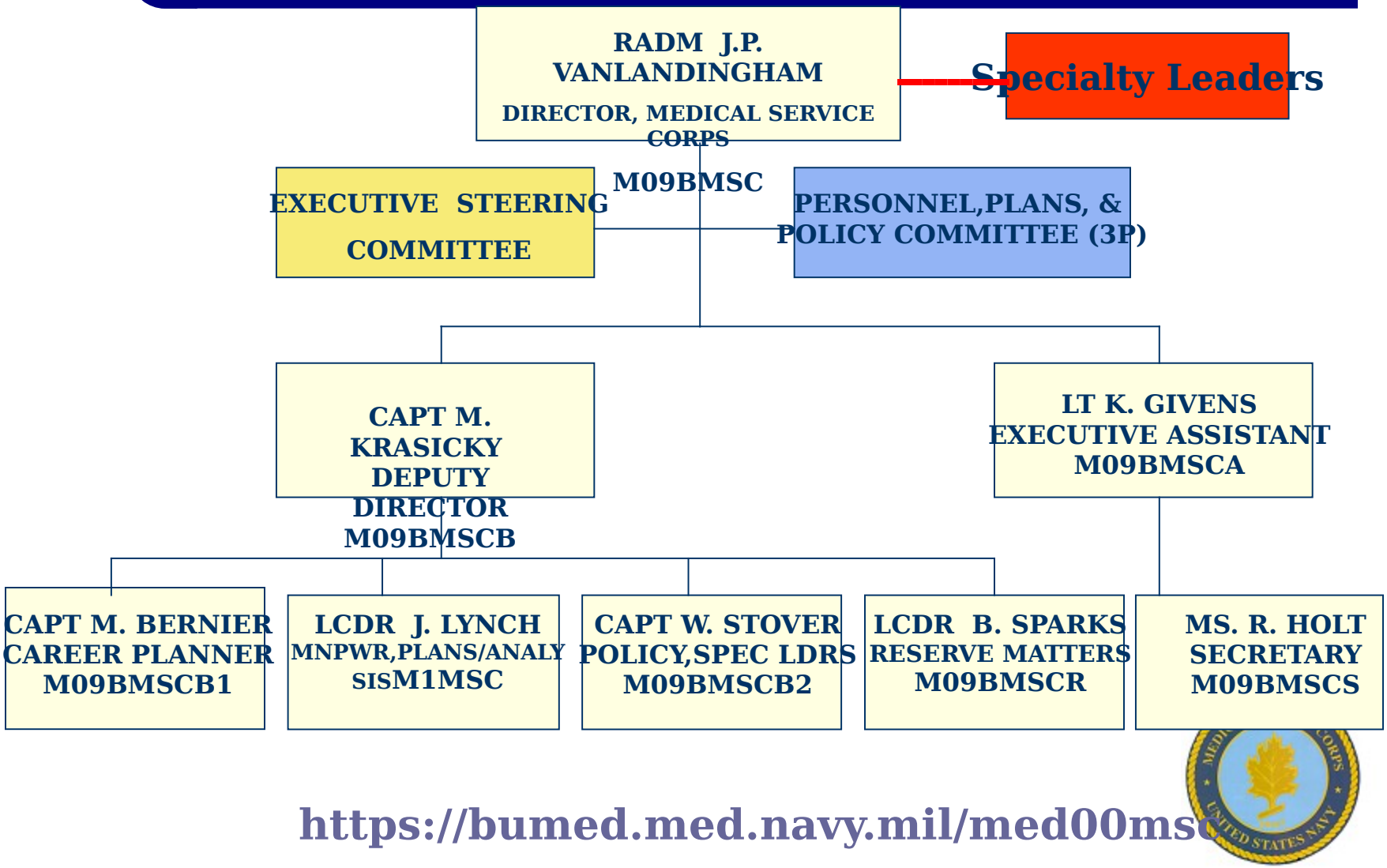
# “State of the Corps”

***MSC Briefing***
***Fall 2003***

**CAPT Marcia Krasicky**
**Medical Service Corps**
**United States Navy**

# M09BMSC ~Organization




https://bumed.med.navy.mil/med00msc

# M09BMSC ~Functions

- Strategic Planning & Policy
- Communication
- Personnel Planning
- Recruiting
- Career Planning
- Education and Training
- Reserve Issues
- Promotion Planning

# ESC Membership

- **ESC**
  - Strategic Planning
  - Mission/vision/Guiding Principles
  - Long Term
- **Membership:**
  - **RADM Phil VanLandingham, Director**
  - **RADM David Maserang, Deputy for Reserve Affairs**
  - **CAPT Marcia Krasicky, Deputy Director**
  - **CAPT Mark Bernier, Career Planner**
  - **CAPT Brad Bennett, Goal 1 Champion**
  - **CDR Michael Finch, Goal 2 Champion**
  - **CDR Daniel Ryan, Goal 3 Champion**
  - **CAPT Thomas Beeman, Reserve Member**
  - **CAPT Angie Barrow, Member at Large**
  - **LCDR Elena Prezioso, Member at Large**

# Policy Development and Guidance

- **Plans, Personnel and Policy Committee (3P)**
  - 00MSC, Detailers, Community Manager, Personnel Plans Analyst, Training Program Coordinator, CNRC
  - Consider policy decisions affecting personnel issues
  - Specialty Leader Focused Reviews
  - Meet twice a month
  - Day to day operations

# Communication

## Information & Rumor Control

- Director's Briefs
- VTC
- Director's Email
- Homepage
- **Monthly MSC Report**
- Regional Networks
- List Servers
- Specialty Leaders
- **Two-Way Communication**

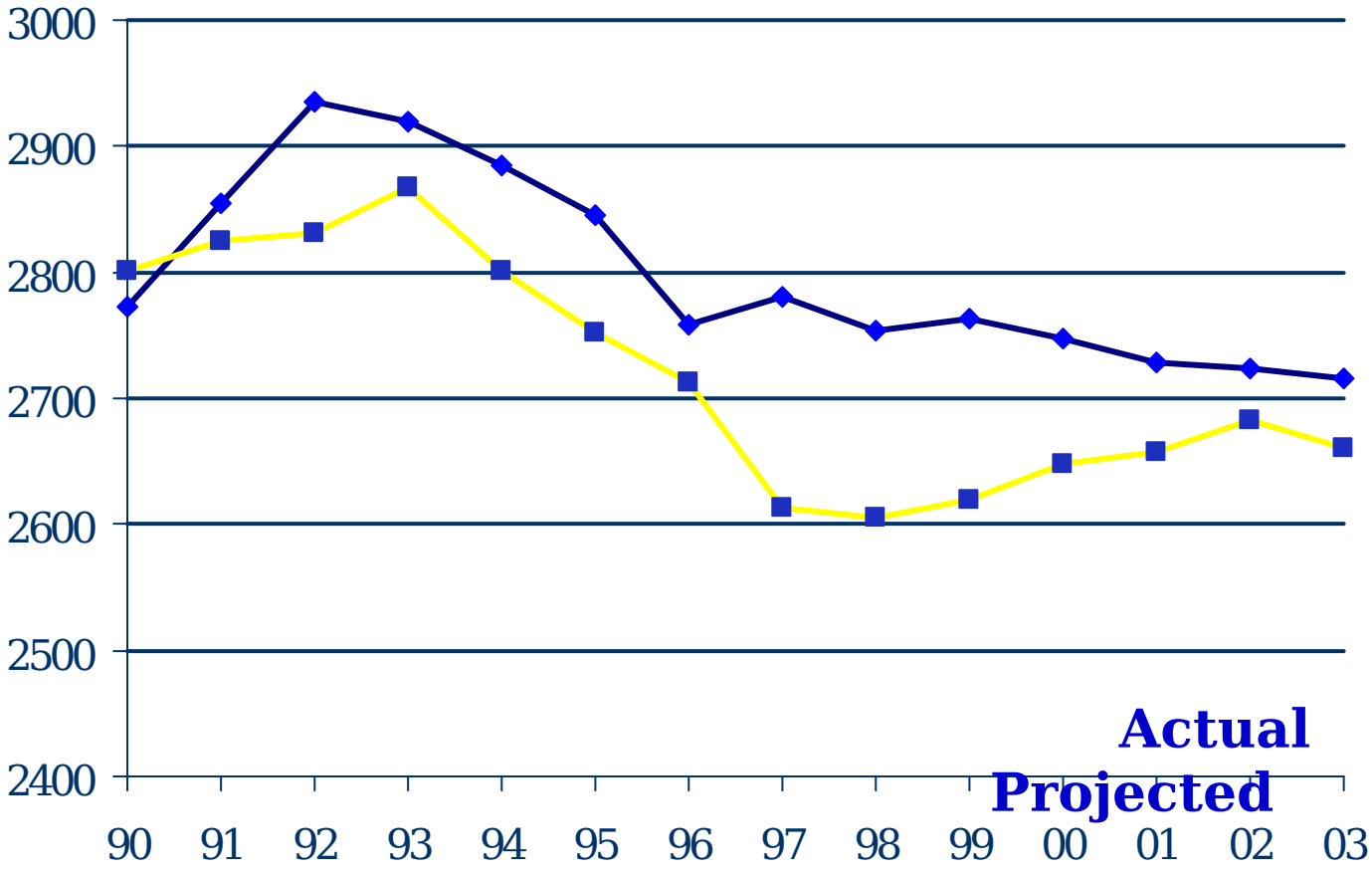
**INTRANET: https://bumed.med.navy.mil/med00msc**

**INTERNET:**
**http://navymedicine.med.navy.mil/organizations/**

# Personnel Planning

- People are Navy's most valuable asset
- Navy must attract top quality individuals
- Goal is to promote people to the highest grade or rank according to abilities
- Training and Education are vitally important

# Endstrength vs. BA



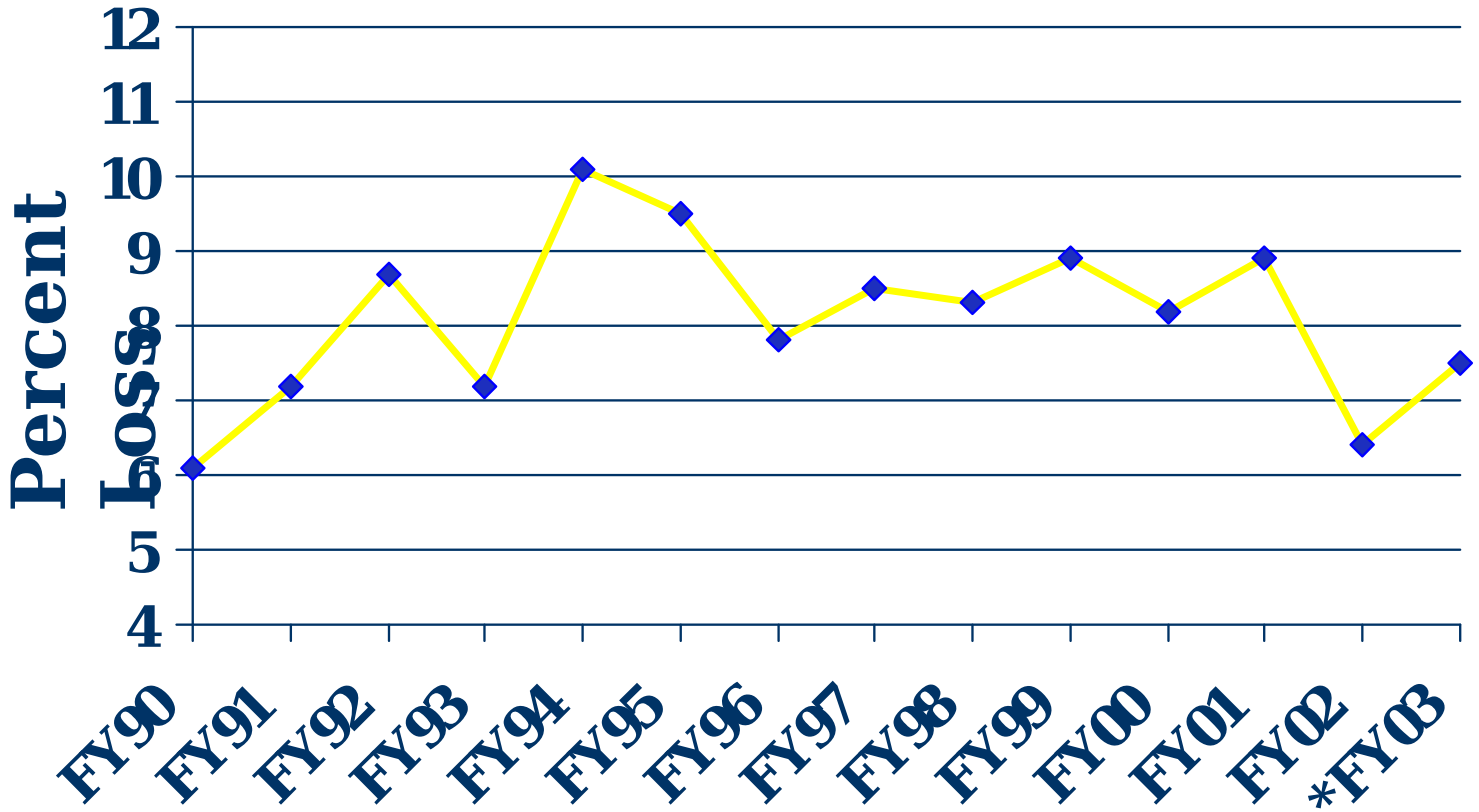

**FY 03 Projections**

**BA: 2,716**
**INV: 2,660**
**PCT: 98.0%**

BA
Inventory

Source: BUMIS; BA includes 2XXX fair share and TPPH.

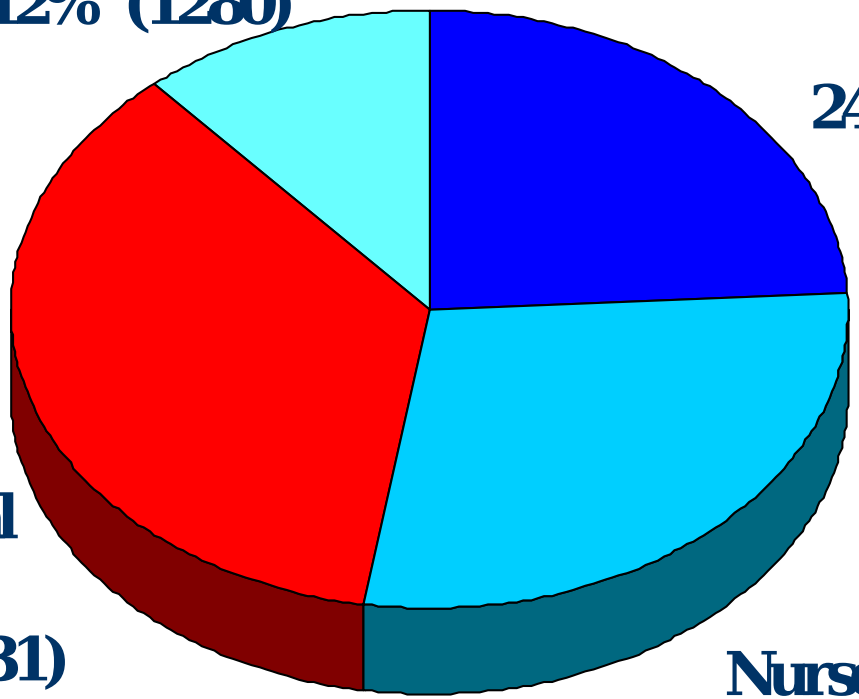
# Annual Loss Rates




* Projected

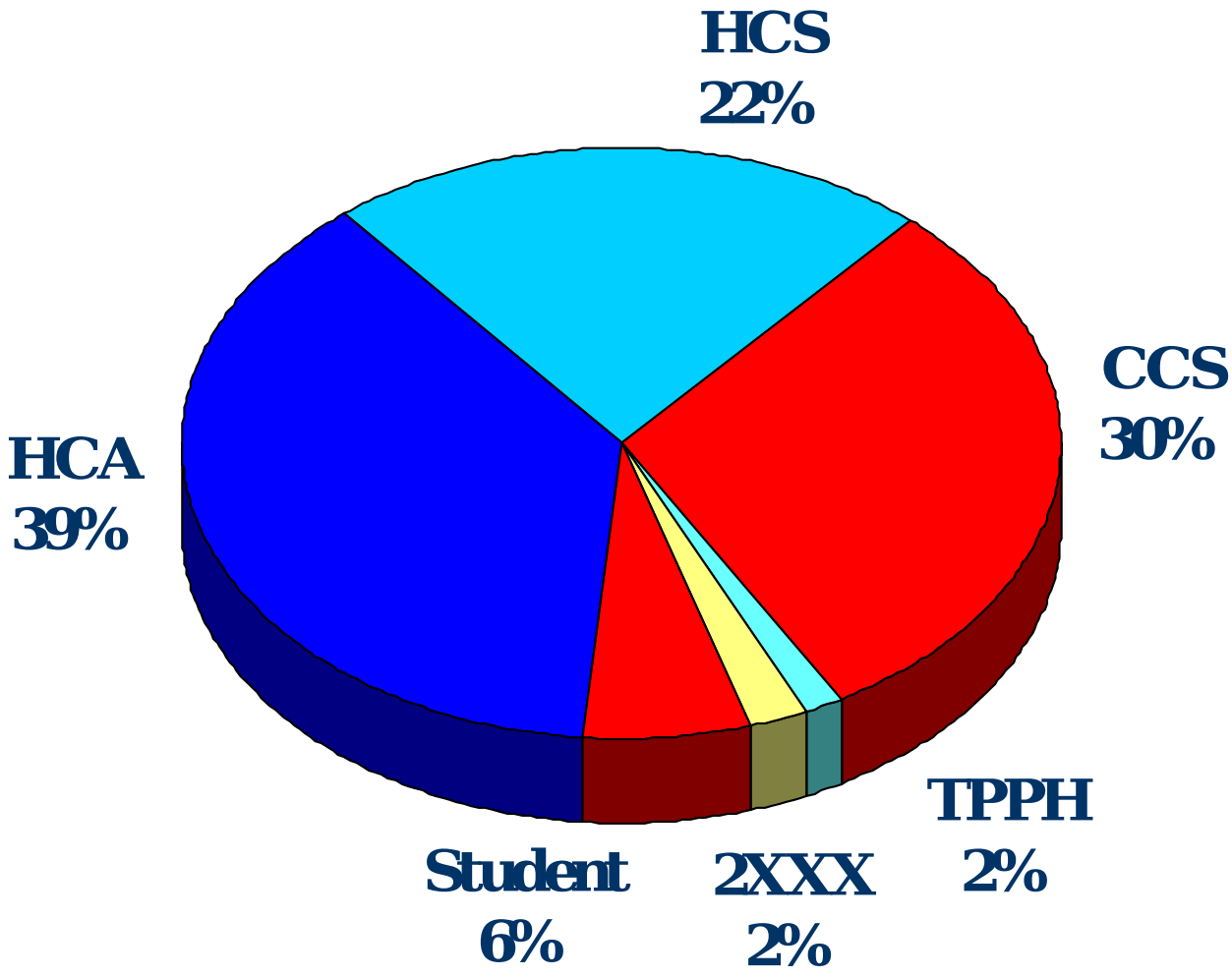
Source: BUMIS

# Inventory By Corps




Source: BUMIS as of DEC 2002 & is a snapshot in time.

# Billets By Specialty




Source: TFMMS

# Subspecialty Mix

| | BA | PCT |
|---|---|---|
| **Healthcare Administration** | | **1022** |
| **41%** | | |
| **General Healthcare Administration** | **485** | **18%** |
| **Plans, Operations & Medical Intelligence** | **122** | **5%** |
| **Financial Management** | **118** | **5%** |
| **Medical Logistics** | **92** | **3%** |
| **Patient Administration** | **69** | **3%** |
| **Information Management** | **51** | **2%** |
| **Manpower Systems Analysis** | **37** | **1%** |
| **Education & Training Management** | **21** | **1%** |
| **Health Facility Planners** | **18** | **1%** |

Source: TFMMS (excludes Students, TPPH, and 2XXX fair share)

# Subspecialty Mix

| | BA | PCT | |
|---|---|---|---|
| **Healthcare Sciences** | | **595** | **2** |
| Industrial Hygiene | 130 | 6% | |
| Environmental Health | 92 | 4% | |
| Medical Technology | 80 | 3% | |
| Aerospace Physiology | 72 | 3% | |
| Radiation Health | 67 | 3% | |
| Microbiology | 44 | 2% | |
| Biochemistry | 32 | 1% | |
| Entomology | 32 | 1% | |
| Aerospace Experimental Psychology | 28 | 1% | |
| Research Psychology | 18 | 1% | |

Source: TFMMS (excludes Students, TPPH, and 2XXX fair share)

# Subspecialty Mix

| | BA | PCT | | |
|---|---|---|---|---|
| **Clinical Care Providers** | | **823** | | **34%** |
| Physician Assistant | | 230 | | 9% |
| Pharmacy | | 153 | | 6% |
| Optometry | 124 | | 5% | |
| Clinical Psychology | | 106 | | 4% |
| Physical Therapy | | 83 | | 4% |
| Dietetics | | 42 | | 2% |
| Social Work | 28 | | 1% | |
| Audiology | | 20 | | 1% |
| Occupational Therapy | 20 | | 1% | |
| Podiatry | | 20 | | 1% |

Source: TFMMS (excludes Students, TPPH, and 2XXX fair share)

# Career Planning

*Three Integrated Roles of Your Career*

- Naval Officer
- MSC Officer
- Sub-specialty Officer

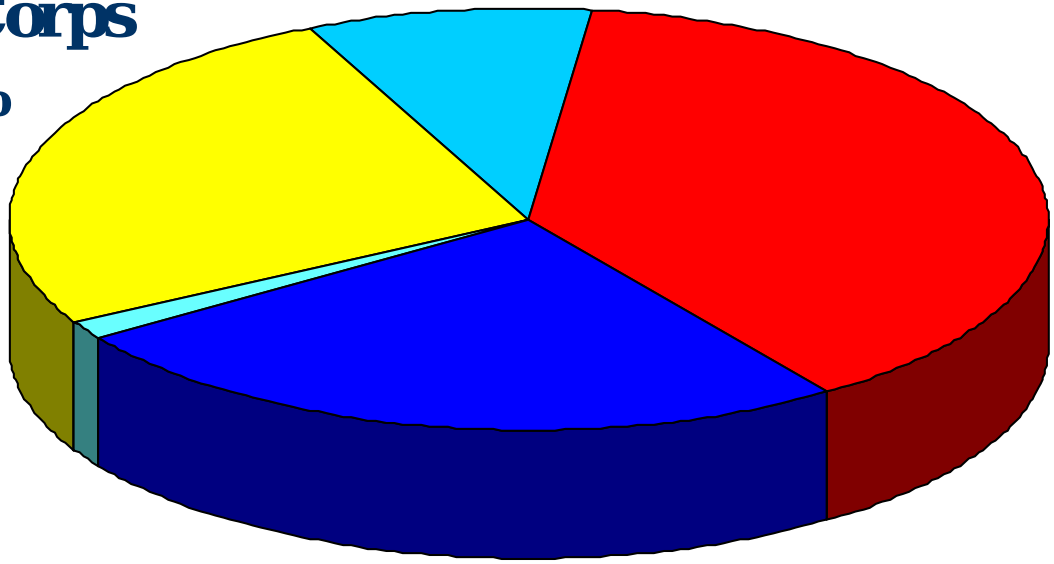
See *Career Matrices at:*

https://bumed.med.navy.mil/med00msc/03Careers/Default.htm

# Three Career Tracks

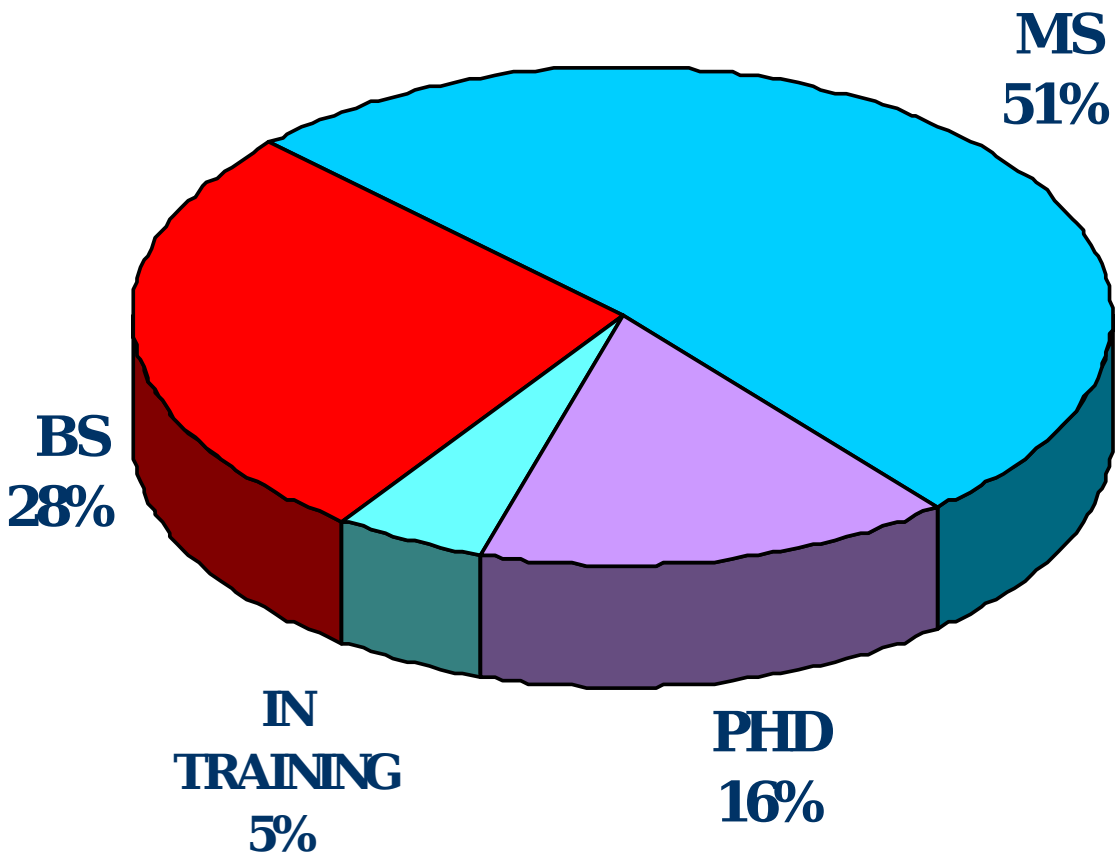
- Specialty Specific
- Non-MTF Executive Medicine
- MTF Executive Medicine

# Executive Medicine




Source: NAVPERS

# Educational Data




Source: BUMIS

# Reserve Issues

- Claimancy-18:  Reserve Liaison Officer (RLO)
- Non-Claimancy-18: Contact N931 – CDR C. Grabowski, (703) 601-1708
- Prior to separating from the Navy, contact LCDR B. Sparks, (202) 762-3056

# Promotion Plan

- Prepared 18 to 24 months in advance
- FY-04 Promotion Plans
  - developed end of FY-02
  - selections made during FY-03
  - promotions begin start of FY-04 (01 Oct 03)
- Article in the June 1999 MSC Professional Bulletin

# Promotion Opportunity

| | FY 03 | | | FY 04 | | |
|---|---|---|---|---|---|---|
| | Selects | Opportunity | Flow Pt | Selects | Opportunity | Flow Pt |
| • CAPT 06 | 20 | 60% | 21-00 | 31 | 60% | |
| • CDR 09 | 43 | 70% | 16-07 | 38* | 65% | |
| • LCDR | 91 | 75% | 10-05 | 74* | 75% | 10 |

**DOPMA Opportunities: 50/70/80%**

***Note – FY04 selects are estimates. Numbers are subject to change as the size of the zones change due to losses from the MSC.**

# *LIEUTENANT COMMANDER*
# FY 94-03 PROMOTION RESULTS

- **Contains all selects over 10 years who were eligible for promotion (includes above/below zone selects)**

**10 Year Average for LCDR**

| | | |
|---|---|---|
| **HCA:** | **67.0%** | **N = 473/706** |
| **HCS:** | **75.1%** | **N = 251/334** |
| **CCS:** | **67.5%** | **N = 280/415** |

***LCDR Opportunity was 70% for FY94-00, 75% FY01-03.**

# *COMMANDER*
# FY 94-03 PROMOTION RESULTS

- **Contains all selects over 10 years who were eligible for promotion (includes above/below zone selects)**

**<u>10 Year Average for CDR</u>**

| | | |
|---|---|---|
| **HCA:** | **68.9%** | **N = 232/328** |
| **HCS:** | **68.4%** | **N = 160/234** |
| **CCS:** | **66.8%** | **N = 127/190** |

*CDR Opportunity was 70% from FY94-03.

# *CAPTAIN*
# FY 94-03 PROMOTION RESULTS

- **Contains all selects over 10 years who were eligible for promotion (includes above/below zone selects)**

**10 Year Average for CAPT**

| | | |
|---|---|---|
| **HCA:** | **56.1%** | **N = 110/196** |
| **HCS:** | **47.1%** | **N = 65/138** |
| **CCS:** | **50.0%** | **N = 53/106** |

***CAPT Opportunity was 50% from FY94-00. 60% from FY01-03.**

# Performance Evaluations

- Be succinct and define your PERFORMANCE
- Write in an active voice
- Write for your audience, tell them: what you did, how well you did it, and the impact of your actions
- Quantify when possible
- Do NOT provide a job description or resume
- Highlight your leadership, expertise
- Put into perspective

# Performance Evaluations

- Describe accomplishments so that any MSC or line office can easily discern that you stand out from the rest of the group.
- Provide positive impact of your performance on the command/Navy/DoD and define your demonstrated leadership and mentorship.
- Describe superior performance when compared to others (always going above expected, doing more with less)

# INSIDE THE MSC

- Managed Care Track
- Operational Billets
- Mentoring
- Traditions
- Specialty Pays
- Staffing Ratios
- Options for Graduate Education
- Splitting the Corps

# Surgeon General's Priorities

- Readiness
- Optimization
- Integration
- Alignment
- Covenant Leadership

**CNO's GUIDANCE for 2003**

http://www.chinfo.navy.mil/navpalib/cno/

# Hot Topics

- BRAC O5
- Above THCSRR Study
- Sea Power 21- *In the future, we will use the extended reach of naval weapons and sensors to provide unprecedented power, protection, and freedom to joint campaigns. We will do this by exploiting the largest maneuver area on the face of the earth: the sea*

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# “State of the Corps”

# QUESTIONS??